

Work-Life Blend by the Numbers

Elements like flexibility, well-being and happiness at work all contribute to a healthy work-life balance. More organizations are embracing these benefits, shown by the numbers below.

Vacation and Paid-Time-Off (PTO) Banks Offered*

Separate paid vacation plan	48%
PTO bank	42%
Unlimited vacation time	8%

Carry over earned vacation/PTO to subsequent years

69%

Vacation/PTO Options Offered*

Buy vacation/PTO policy allowing workers to buy additional time off	6%
Sell vacation/PTO policy allowing workers to sell excess time off	10%
Carry over earned vacation/PTO to subsequent years	69%
Leave donation allowing workers to donate time off to workers in need	19%
Leave donation allowing workers to donate cash value of time off to charitable organizations	<1%
Additional vacation/PTO days can be offered to midcareer hires	11%
Payout of accrued vacation/PTO at separation of service	65%

Paid and Unpaid Leave*

Paid Leave

Paid adoption leave	34%
Paid bereavement/funeral leave	87%
Paid day off for worker's anniversary day with organization	2%
Paid day off for worker's birthday	6%
Paid domestic violence leave	10%
Paid foster care leave	11%
Paid jury duty leave	81%
Paid leave for inclement weather	21%
Paid leave for other religious observance upon request	5%
Paid leave related to a miscarriage	15%
Paid leave to attend classes	11%
Paid leave to vote	38%
Paid maternity leave (above and beyond legal requirements)	43%
Paid menstrual leave	1%
Paid military leave	29%
Paid parental/family leave	43%
Paid paternity leave (above and beyond legal requirements)	33%
Paid personal leave	24%
Paid pet care leave	2%
Paid sabbatical leave	7%
Paid time off to attend a child's activities	10%
Paid volunteer firefighter leave	3%
Paid volunteer/community service leave	32%

*Source: 2022 Employee Benefits Survey report

Dependent Care/Services

Breast milk shipping	5%
Breast milk testing	<1%
Child-care subsidies	6%
Dependent-care flexible spending accounts	74%
Elder-care subsidies	3%
Emergency/sick child care	12%
Emergency/sick elder care	10%
Financial assistance for adoption	19%
On-site or near-site child care	4%
On-site or near-site elder care	<1%
Resource and referral services for child or elder care	34%
Resource and referral services for adopted children	18%
Special-needs child care	2%

Wellness Benefits

Employee assistance programs (EAPs)	92%
Flu shot programs	63%
Health coaching	40%
Health risk assessments/screenings	48%
Meditation/mindfulness training	27%
On-site fitness centers	28%
On-site massages	7%
Tobacco/smoking-cessation programs	49%
Reimbursement for gym memberships	28%
Reimbursement for subscription workout apps	13%
Reimbursement for subscription mental health apps	7%
Vaccination programs	18%
Walking/exercise programs	27%
Wearable devices	10%
Weight management programs	32%

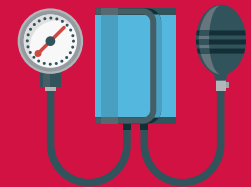
Resource and referral services for child or elder care

34%



Health risk assessments/screenings

48%



Flexible Work Options

Compressed workweeks	19%
Flexible workhours	57%
Flexible work schedules for religious observances	20%
Hybrid work arrangements	74%
Job sharing (two or more part-time workers share one full-time job)	4%
Remote work arrangements (100% from home)	55%
Summer hours	17%

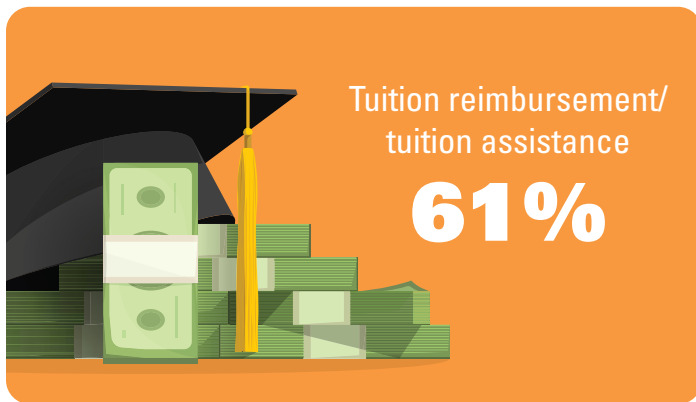
At-Work Perks

Business casual dress code	55%
Casual dress code, entire week	45%
Casual dress code, Fridays only	18%
Career counseling services	6%
Coffee service	54%
Concierge services	4%
Disaster recovery services	5%
Dry cleaning/laundry services	8%
Employee product discounts	35%
Estate planning services	17%
Funeral planning services	10%
Holiday gifts	29%
Lifestyle spending account (LSA)	3%



*More At-Work Perks**

Nap/privacy/meditation rooms	8%
On-site and/or takeout meals	19%
On-site check cashing or other banking services	5%
On-site postal services	8%
Parent coaching services	3%
Reimbursement for work-from-home expenses	18%
Transportation benefits (subsidies, reimbursement, carpools)	17%
Travel planning benefits	5%
Financial/retirement consultation services	28%



Worker Growth and Individual Purpose Initiatives Offered**

All staff are notified of internal job openings, and qualified candidates are encouraged to apply	55%
Concierge services	6%
Creative/autonomous built-in worker time (i.e., flexibility to spend a certain amount of time on independent/"pet" projects)	10%
Employee resource groups	33%
Flexible work arrangements	63%
Leadership opportunities outside job hierarchy structure via teams, committees and/or councils	32%
Lunch and learns	48%
Manager training	47%
Mentorship program	31%
Performance reviews tied to organizational mission	58%
Professional memberships paid for by organization	62%
Service recognition	64%
"Stay" interviews	14%
Structured onboarding program	55%
Student loan repayment program	6%
Subsidized continuing education for professional designations	53%
Subsidized professional development	49%
Transfers are encouraged when internal opportunity better fits worker interests	47%
Transportation/parking subsidy	26%
Tuition reimbursement/tuition assistance	61%
Unlimited vacation policy	6%
Vacation/time off is encouraged	60%

*Source: 2022 Employee Benefits Survey report

**Source: 2022 Workplace Wellness and Financial Education Programs

There's even more data out there!
Get the most comprehensive benefits survey available! Visit www.ifebp.org/ebs2022. International Foundation members receive free or discounted reports.

